



## Success Story Healthcare Organization

*“We attribute our success with this placement to our niche focus”, says Steve Naha, Co-chairman, Gardner Resources Consulting, LLC.*

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### THE CHALLENGE

A major healthcare organization had been searching for a business analyst with project management skills for more than nine months without success. According to the client, this project was critically important to the safety of their patients and therefore had the highest priority. There was no room for error in choosing the right candidate.

The catch? The person also had to be a clinician with operating room experience and experience implementing new IT applications. In short, someone who could bridge the gap between IT and the operating room while overseeing the implementation of new IT applications. The right combination of skills and experience seemed almost impossible to find and they couldn't afford to wait any longer.

### THE SOLUTION

The hiring manager reached out to Gardner Resources Consulting because of their specialization in healthcare IT and within a relatively short period of time, they found the ideal candidate. How were they able to do it when others had not? Candidates for positions that require an eclectic mix of skills and experience aren't easily identifiable by their resumes. Gardner Resources Consulting's healthcare expertise enabled them to read between the lines of the resumes and make connections that others did not see. GRC conducted a face-to-face interview, an in-depth exploration of candidates' background, and a professional needs analysis, to further assess qualifications for the job and motivation to accept the position if offered. They ultimately found and recommended a candidate who would otherwise have slipped through the cracks and would have gone unnoticed. The result was a successful new hire whose expertise and skill set was far greater than their resume indicated.

*“We attribute our success with this placement to our niche focus”, says Steve Naha, Chairman, Gardner Resources Consulting, LLC. “Because we concentrate on just two industries, healthcare and financial services, we are better prepared to tackle highly specialized, hard-to-fill positions. We are more efficient and better at hitting the target because we have a more comprehensive understanding of our clients' and candidates' needs and we've developed a robust network within these industries and job categories that we service.”*



## **THE IMPACT**

The Gardner placement was key in supporting a project that is now successful and up and running. In fact our consultant was such a good fit that they were eventually hired by the client as a full time permanent employee.

## **Put Gardner's Niche Focus to Work for You**

Gardner Resources Consulting specializes in the healthcare and financial services industries and concentrates on specific job categories within these industries:

- Project Managers
- Business Analysts, Business Systems Analysts
- Architect / Developers
- Senior Data Warehousing and Data Experts (Data Architects, Analysts, and Modelers)
- Software QA Testers

When you or others in your company have a high-stakes position to fill, remember that the industry experts at Gardner Resources Consulting offer the specialized knowledge and capabilities in healthcare and financial services IT staffing required for success.